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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5389
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Montana

Area: Montana Counties of Carbon and Yellowstone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.37
01012 - Accounting Clerk II		19.50
01013 - Accounting Clerk III		21.81
01020 - Administrative Assistant		31.51
01035 - Court Reporter		21.07
01041 - Customer Service Representative I		16.68
01042 - Customer Service Representative II		18.20
01043 - Customer Service Representative III		20.43
01051 - Data Entry Operator I		17.38
01052 - Data Entry Operator II		18.97
01060 - Dispatcher, Motor Vehicle		23.29
01070 - Document Preparation Clerk		16.78
01090 - Duplicating Machine Operator		16.78
01111 - General Clerk I		17.05
01112 - General Clerk II		18.60
01113 - General Clerk III		20.88
01120 - Housing Referral Assistant		23.50
01141 - Messenger Courier		14.10
01191 - Order Clerk I		17.73
01192 - Order Clerk II		19.34
01261 - Personnel Assistant (Employment) I		18.66
01262 - Personnel Assistant (Employment) II		20.87
01263 - Personnel Assistant (Employment) III		23.27
01270 - Production Control Clerk		28.53
01290 - Rental Clerk		19.26
01300 - Scheduler, Maintenance		18.83
01311 - Secretary I		18.83
01312 - Secretary II		21.07
01313 - Secretary III		23.50
01320 - Service Order Dispatcher		20.82
01410 - Supply Technician		31.51
01420 - Survey Worker		22.09
01460 - Switchboard Operator/Receptionist		17.05
01531 - Travel Clerk I		16.13
01532 - Travel Clerk II		17.28
01533 - Travel Clerk III		18.41
01611 - Word Processor I		16.80
01612 - Word Processor II		18.83
01613 - Word Processor III		21.07
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.31
05010 - Automotive Electrician		24.95
05040 - Automotive Glass Installer		23.23
05070 - Automotive Worker		23.23
05110 - Mobile Equipment Servicer		20.11
05130 - Motor Equipment Metal Mechanic		26.63
05160 - Motor Equipment Metal Worker		23.23
05190 - Motor Vehicle Mechanic		26.63
05220 - Motor Vehicle Mechanic Helper		18.49
05250 - Motor Vehicle Upholstery Worker		21.68
05280 - Motor Vehicle Wrecker		23.23
05310 - Painter, Automotive		24.95
05340 - Radiator Repair Specialist		23.23
05370 - Tire Repairer		18.14
05400 - Transmission Repair Specialist		26.63
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.25

07041 - Cook I		17.94
07042 - Cook II		20.73
07070 - Dishwasher		13.74
07130 - Food Service Worker		15.31
07210 - Meat Cutter		20.00
07260 - Waiter/Waitress		10.81
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		23.05
09040 - Furniture Handler		14.95
09080 - Furniture Refinisher		23.05
09090 - Furniture Refinisher Helper		17.09
09110 - Furniture Repairer, Minor		20.02
09130 - Upholsterer		23.05
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.19
11060 - Elevator Operator		18.27
11090 - Gardener		25.00
11122 - Housekeeping Aide		18.27
11150 - Janitor		18.27
11210 - Laborer, Grounds Maintenance		18.99
11240 - Maid or Houseman		16.17
11260 - Pruner		16.78
11270 - Tractor Operator		23.00
11330 - Trail Maintenance Worker		18.99
11360 - Window Cleaner		20.68
12000 - Health Occupations		
12010 - Ambulance Driver		22.43
12011 - Breath Alcohol Technician		24.81
12012 - Certified Occupational Therapist Assistant		34.04
12015 - Certified Physical Therapist Assistant		30.03
12020 - Dental Assistant		22.26
12025 - Dental Hygienist		46.65
12030 - EKG Technician		39.35
12035 - Electroneurodiagnostic Technologist		39.35
12040 - Emergency Medical Technician		22.43
12071 - Licensed Practical Nurse I		22.18
12072 - Licensed Practical Nurse II		24.81
12073 - Licensed Practical Nurse III		27.65
12100 - Medical Assistant		21.51
12130 - Medical Laboratory Technician		33.41
12160 - Medical Record Clerk		20.84
12190 - Medical Record Technician		23.31
12195 - Medical Transcriptionist		22.18
12210 - Nuclear Medicine Technologist		54.52
12221 - Nursing Assistant I		14.36
12222 - Nursing Assistant II		16.16
12223 - Nursing Assistant III		17.63
12224 - Nursing Assistant IV		19.79
12235 - Optical Dispenser		22.58
12236 - Optical Technician		22.18
12250 - Pharmacy Technician		22.58
12280 - Phlebotomist		20.41
12305 - Radiologic Technologist		35.24
12311 - Registered Nurse I		27.81
12312 - Registered Nurse II		34.01
12313 - Registered Nurse II, Specialist		34.01
12314 - Registered Nurse III		41.15
12315 - Registered Nurse III, Anesthetist		41.15
12316 - Registered Nurse IV		49.34
12317 - Scheduler (Drug and Alcohol Testing)		30.73
12320 - Substance Abuse Treatment Counselor		27.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.36
13012 - Exhibits Specialist II		31.42
13013 - Exhibits Specialist III		38.43
13041 - Illustrator I		25.36
13042 - Illustrator II		31.42
13043 - Illustrator III		38.43
13047 - Librarian		34.79
13050 - Library Aide/Clerk		20.19
13054 - Library Information Technology Systems Administrator		31.42
13058 - Library Technician		21.85
13061 - Media Specialist I		22.67
13062 - Media Specialist II		25.36
13063 - Media Specialist III		28.27
13071 - Photographer I		22.67
13072 - Photographer II		25.36
13073 - Photographer III		31.42
13074 - Photographer IV		38.43
13075 - Photographer V		46.50
13090 - Technical Order Library Clerk		25.36
13110 - Video Teleconference Technician		20.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.11
14042 - Computer Operator II		22.50
14043 - Computer Operator III		25.09
14044 - Computer Operator IV		27.88
14045 - Computer Operator V		30.87
14071 - Computer Programmer I	(see 1)	25.61
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.11
14160 - Personal Computer Support Technician		27.88
14170 - System Support Specialist		32.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.11
15020 - Aircrew Training Devices Instructor (Rated)		38.84
15030 - Air Crew Training Devices Instructor (Pilot)		46.37
15050 - Computer Based Training Specialist / Instructor		32.11
15060 - Educational Technologist		29.07
15070 - Flight Instructor (Pilot)		46.37
15080 - Graphic Artist		26.88
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.37
15086 - Maintenance Test Pilot, Rotary Wing		46.37
15088 - Non-Maintenance Test/Co-Pilot		46.37
15090 - Technical Instructor		27.31
15095 - Technical Instructor/Course Developer		33.41
15110 - Test Proctor		22.04
15120 - Tutor		22.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.99
16030 - Counter Attendant		11.99
16040 - Dry Cleaner		13.71
16070 - Finisher, Flatwork, Machine		11.99
16090 - Presser, Hand		11.99
16110 - Presser, Machine, Drycleaning		11.99
16130 - Presser, Machine, Shirts		11.99
16160 - Presser, Machine, Wearing Apparel, Laundry		11.99
16190 - Sewing Machine Operator		14.37
16220 - Tailor		15.31
16250 - Washer, Machine		12.56
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		30.92
19040 - Tool And Die Maker		38.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.14
21030 - Material Coordinator		28.53
21040 - Material Expediter		28.53
21050 - Material Handling Laborer		19.33
21071 - Order Filler		18.44
21080 - Production Line Worker (Food Processing)		23.14
21110 - Shipping Packer		19.67
21130 - Shipping/Receiving Clerk		19.67
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		23.14
21410 - Warehouse Specialist		23.14
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.35
23019 - Aircraft Logs and Records Technician		24.87
23021 - Aircraft Mechanic I		30.55
23022 - Aircraft Mechanic II		32.35
23023 - Aircraft Mechanic III		34.22
23040 - Aircraft Mechanic Helper		21.22
23050 - Aircraft, Painter		28.62
23060 - Aircraft Servicer		24.87
23070 - Aircraft Survival Flight Equipment Technician		28.62
23080 - Aircraft Worker		26.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		30.55
23110 - Appliance Mechanic		30.92
23120 - Bicycle Repairer		24.91
23125 - Cable Splicer		51.61
23130 - Carpenter, Maintenance		26.62
23140 - Carpet Layer		28.79
23160 - Electrician, Maintenance		35.81
23181 - Electronics Technician Maintenance I		28.79
23182 - Electronics Technician Maintenance II		30.92
23183 - Electronics Technician Maintenance III		33.00
23260 - Fabric Worker		26.86
23290 - Fire Alarm System Mechanic		30.24
23310 - Fire Extinguisher Repairer		24.91
23311 - Fuel Distribution System Mechanic		33.00
23312 - Fuel Distribution System Operator		24.91
23370 - General Maintenance Worker		21.16
23380 - Ground Support Equipment Mechanic		30.55
23381 - Ground Support Equipment Servicer		24.87
23382 - Ground Support Equipment Worker		26.65
23391 - Gunsmith I		24.91
23392 - Gunsmith II		28.79
23393 - Gunsmith III		33.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic		28.85
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.55

23430 - Heavy Equipment Mechanic		37.40
23440 - Heavy Equipment Operator		29.26
23460 - Instrument Mechanic		33.00
23465 - Laboratory/Shelter Mechanic		30.92
23470 - Laborer		19.33
23510 - Locksmith		30.92
23530 - Machinery Maintenance Mechanic		36.15
23550 - Machinist, Maintenance		26.63
23580 - Maintenance Trades Helper		18.50
23591 - Metrology Technician I		33.00
23592 - Metrology Technician II		34.95
23593 - Metrology Technician III		36.97
23640 - Millwright		33.00
23710 - Office Appliance Repairer		24.82
23760 - Painter, Maintenance		23.17
23790 - Pipefitter, Maintenance		40.36
23810 - Plumber, Maintenance		37.13
23820 - Pneudraulic Systems Mechanic		33.00
23850 - Rigger		33.00
23870 - Scale Mechanic		28.79
23890 - Sheet-Metal Worker, Maintenance		32.00
23910 - Small Engine Mechanic		24.60
23931 - Telecommunications Mechanic I		35.43
23932 - Telecommunications Mechanic II		37.51
23950 - Telephone Lineman		29.71
23960 - Welder, Combination, Maintenance		23.61
23965 - Well Driller		34.01
23970 - Woodcraft Worker		33.00
23980 - Woodworker		24.91
24000 - Personal Needs Occupations		
24550 - Case Manager		17.30
24570 - Child Care Attendant		14.54
24580 - Child Care Center Clerk		18.13
24610 - Chore Aide		15.91
24620 - Family Readiness And Support Services Coordinator		17.30
24630 - Homemaker		17.30
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		37.38
25040 - Sewage Plant Operator		29.49
25070 - Stationary Engineer		37.38
25190 - Ventilation Equipment Tender		25.96
25210 - Water Treatment Plant Operator		29.49
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.24
27007 - Baggage Inspector		18.55
27008 - Corrections Officer		26.36
27010 - Court Security Officer		28.34
27030 - Detection Dog Handler		20.75
27040 - Detention Officer		26.36
27070 - Firefighter		32.79
27101 - Guard I		18.55
27102 - Guard II		20.75
27131 - Police Officer I		30.35
27132 - Police Officer II		33.73
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.35
28042 - Carnival Equipment Repairer		19.93
28043 - Carnival Worker		13.39
28210 - Gate Attendant/Gate Tender		18.05
28310 - Lifeguard		16.09
28350 - Park Attendant (Aide)		20.20
28510 - Recreation Aide/Health Facility Attendant		14.74
28515 - Recreation Specialist		25.02
28630 - Sports Official		16.09
28690 - Swimming Pool Operator		23.02
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		35.01
29020 - Hatch Tender		35.01
29030 - Line Handler		35.01
29041 - Stevedore I		32.68
29042 - Stevedore II		37.60
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		19.80
30022 - Archeological Technician II		22.14
30023 - Archeological Technician III		27.43
30030 - Cartographic Technician		27.43
30040 - Civil Engineering Technician		25.70
30051 - Cryogenic Technician I		30.38
30052 - Cryogenic Technician II		33.55
30061 - Drafter/CAD Operator I		19.80
30062 - Drafter/CAD Operator II		22.14
30063 - Drafter/CAD Operator III		24.68
30064 - Drafter/CAD Operator IV		30.38
30081 - Engineering Technician I		17.10
30082 - Engineering Technician II		19.19

30083 - Engineering Technician III		21.47
30084 - Engineering Technician IV		26.59
30085 - Engineering Technician V		32.52
30086 - Engineering Technician VI		39.35
30090 - Environmental Technician		27.43
30095 - Evidence Control Specialist		27.43
30210 - Laboratory Technician		27.00
30221 - Latent Fingerprint Technician I		30.38
30222 - Latent Fingerprint Technician II		33.55
30240 - Mathematical Technician		27.43
30361 - Paralegal/Legal Assistant I		22.71
30362 - Paralegal/Legal Assistant II		28.14
30363 - Paralegal/Legal Assistant III		34.42
30364 - Paralegal/Legal Assistant IV		41.64
30375 - Petroleum Supply Specialist		33.55
30390 - Photo-Optics Technician		27.43
30395 - Radiation Control Technician		33.55
30461 - Technical Writer I		27.43
30462 - Technical Writer II		33.55
30463 - Technical Writer III		40.59
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		30.38
30502 - Weather Forecaster II		36.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.68
30621 - Weather Observer, Senior	(see 2)	27.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		17.53
31030 - Bus Driver		24.89
31043 - Driver Courier		21.23
31260 - Parking and Lot Attendant		15.49
31290 - Shuttle Bus Driver		16.97
31310 - Taxi Driver		12.98
31361 - Truckdriver, Light		23.08
31362 - Truckdriver, Medium		24.89
31363 - Truckdriver, Heavy		29.06
31364 - Truckdriver, Tractor-Trailer		29.06
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.73
99050 - Desk Clerk		15.98
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.51
99252 - Laboratory Animal Caretaker II		19.03
99260 - Marketing Analyst		31.58
99310 - Mortician		29.28
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		23.10
99711 - Recycling Specialist		27.97
99730 - Refuse Collector		20.42
99810 - Sales Clerk		16.67
99820 - School Crossing Guard		18.63
99830 - Survey Party Chief		29.85
99831 - Surveying Aide		18.54
99832 - Surveying Technician		25.20
99840 - Vending Machine Attendant		22.99
99841 - Vending Machine Repairer		28.88
99842 - Vending Machine Repairer Helper		22.99

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of """"wash and wear"""" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the """"Service Contract Act Directory of Occupations"""", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the """"Service Contract Act Directory of Occupations"""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."""